Career Advancement

Lauren Lindstrom
University of Oregon
Why focus on career advancement?
Patterns of Employment

- Ten Year Follow up Study
  - Instability
  - Lack of access to living wage jobs
  - Lindstrom et al 2011

- US Census Bureau 2010 Report
  - 31% of individuals with disabilities ages 18 to 34 were earning wages placing them below the federal poverty line
What do we know about the early career years?

Young woman working in a warehouse
Influences on Early Career Paths

- Restricted range of career options
- Lack of access to training and post secondary education
- Discrimination and prejudice
- Vulnerable groups
- What should we do?
- Strategies and supports

Young woman at a greenhouse with her job coach
Individual Strategies

- Personal attributes and skills
  - Personal agency and control
  - Persistence
  - Motivation

- Use of support systems
  - Peers and coworkers
  - Family and friends
System Level Approaches

- Entering the labor market: importance of the “first job”
- Building skills
- Growing on the job
- Changing the workplace